

City of Upland



MID-MANAGEMENT EMPLOYEES ASSOCIATION BENEFITS SUMMARY

HEALTH INSURANCE - CAFETERIA PLAN

Benefit options: Kaiser and Anthem medical plans, Delta Dental plans, Eye Med Vision Plan. Employee must pay the difference between city contribution and actual premium of plan (s) selected.

Employees hired PRIOR to 3/1/2016:

- \$1,184 monthly cafeteria plan allowance effective 1/1/2020

Employees hired ON OR AFTER 3/1/2016:

- Monthly cafeteria allowance is 100% of the lowest cost medical, dental, and vision plans to a MAXIMUM of \$1,184 based on applicable coverage level (employee only = \$659.31 employee+1 = \$1,184, employee +2 or more = \$1,184).

LIFE INSURANCE (METLIFE)

- City paid life and AD&D
- 1 X annual salary
- Employee may cover dependents for additional cost

FLEXIBLE SPENDING & SUPPLEMENTAL INSURANCE

- Available through American Fidelity Assurance Co.
- Section 125 Health and Dependent Care flexible spending plans and HSA
- Supplemental life, accident, critical illness insurance

LONG TERM DISABILITY

- 66 2/3% of base salary to a max of \$5,000/month after 60 days or use of all sick leave, whichever is later.
- If sick leave is exhausted prior to the end of 60 day period employee may use other accrued leaves.

PREVENTATIVE HEALTH BENEFITS

- Reimbursement up to \$225 per year for purchase of items, classes, memberships or programs which contribute to physical fitness
- Reimbursement will be made in June each year
- Items considered acceptable are defined in City of Upland's policy on Preventative Health Benefits

UNIFORM ALLOWANCE

- \$300 per year after 12 months of employment for Police Dispatcher Supervisor and Police Records Supervisor
- Payment in December of each year
- Uniform service will be provided to all general field personnel required to wear uniforms

RETIREMENT - CalPERS

Classic Members" (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service)

- 2.5 % AT 55, single highest year
- Employee pays 8% of salary
- 1959 Survivor's Benefit, 3rd level survivor benefit

"Classic Employees" (Members currently enrolled in CalPERS prior to 1/1/2013 with no greater than 6 month break in service), hired after January 1, 2020

- 2.5 % AT 55, single highest year
- Employee pays 8% of salary and 1.4% cost share
- 1959 Survivor's Benefit, 3rd level survivor benefit

"PEPRA Members" (Members never enrolled in CalPERS or members who have greater than 6 month break in service)

- 2 % AT 62, 3 final years of employment
- Employees hired or promoted after 1/1/2013 pay 7.25% of salary;
- 1959 Survivor's Benefit, 3rd level survivor benefit

DEFERRED COMPENSATION

- Mass Mutual 457 Plan, Roth 457 option
- City contributes 7% of employee's base monthly salary to 457 deferred compensation plan
- This City contribution may also be used toward cafeteria options (medical, dental, vision)
- Exempt employees may transfer unused cafeteria funds to the deferred compensation plan at the employee only rate of coverage
- Employee may make additional voluntary contributions up to IRS limits

TAXES

- Federal law requires all new employees and the City to each contribute 1.45% of salary to Medicare
- The City does not pay into Social Security

RETIREE BENEFITS

- Retirement Health Savings (RHS) Accounts through ICMA-RC with City contributions on employee's behalf beginning at **5 years** of continuous service. Available only upon service or disability retirement with the City of Upland.
- Upon service or disability retirement, may take 50% of accrued sick leave up to a maximum of 625 hours as cash OR as personal leave just prior to retirement.

"The City of Gracious Living"

City of Upland



MID-MANAGEMENT EMPLOYEES ASSOCIATION BENEFITS SUMMARY

EDUCATIONAL INCENTIVE

- Available after 2 years of City service (job related degree must be awarded on or after reaching 2 years service).
- One-time payment of the applicable percentage of annual base salary
- AA/AS with 2 years = 5%
- BA/BS with 2 years = 7.5%
- MA/MS with 2 years = 10%
- PhD with 2 years = 10%
- JD with 2 years = 10%

WATER CERTIFICATION TRAINING & PAY

- Eligible employees will receive 5% for each certification listed in their assigned classification and above those required at time of hire (Max 10%)
 - Chief Water Treatment Operator: D5 = max 5%
 - Utility Systems Supervisor:
 - D5= max 5%,
Collections 1-4 (Max 5%) = Total (Max 10%)

LONGEVITY PAY

- 2.0% of base salary with 10 yrs of continuous service (merit based, refer to MOU)
- 2.5% of base salary with 20 yrs of continuous service

CLASSIFICATION & COMPENSATION

- Each classification is assigned a pay range number
- Each pay range is thirteen (13) basic steps with 2.5% between steps
- Advancement through the steps are two (2) steps at a time
- Employees who begin at Step 1 of range advance after 6 months to Step 3
- Employees who begin higher than Step 1 of the range advance 2 steps after 12 months
- Maximum Step is thirteen (13)

PAYCHECKS

- Paychecks are issued every other Thursday. The paycheck on Thursday covers the prior two week period worked from Sunday morning (12:01 a.m.) through mid-night Saturday (12:00 a.m.)
- There are usually 26 pay-periods per year

VACATION

- 1-2 years = 80 hours
- 3-5 years = 96 hours
- 6-10 years = 128 hours
- 11-16 years = 136 hours
- 17+ years = one additional day(8 hours) per year to a maximum of 176 hours

VACATION BUYBACK

- May be paid cash for unused vacation for up to 60 hours if have used at least 40 hours of vacation in a calendar year
- Payment will be made in December

HOLIDAYS/FLOATING HOLIDAY

- 40 hours of floating holiday per calendar year
- Floating holiday must be used within the calendar year or it will be removed from the books as of December 31st each year
- See MOU for approved City Holidays

SICK LEAVE

- 8 hours per month to a maximum of 1250 hours
- No use during first 30 days of employment

EXECUTIVE LEAVE

- 50 hours per calendar year
- Must be used within the calendar year or will be removed from the books as of December 31st each year

BEREAVEMENT LEAVE

- Up to 30 hours with pay annually (calendar year) in the event of death in immediate family (refer to MOU)
- May use up to 5 consecutive days accrued sick leave for death of a relative up to 2 generations removed

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Updated: 07/01/2020